



Water and Sanitation Specialist, Laos

An exciting opportunity exists for a Water and Sanitation specialist to work with **WaterAid Australia** in Laos.

The position is for an initial 2 year period (with the option of renewal) commencing at the beginning of November 2009 and attracts a salary of approximately AUD\$60,000/annum plus an accommodation allowance, airfares and insurance.

Please find below a detailed job description.

Applications close COB 18th September 2009 and should include:

- a covering email addressing the ***Person Specification Criteria*** outlined in the Position Description
- a current Resume, including email and phone contact details for 3 referees

Applications should be forwarded to:

Email: peter.dwan@wateraid.org.au

Mail; Head of International Programs, WaterAid Australia
Private Bag 1, Mitcham Vic 3132 Australia

Fax: + 61 3 98721132

Further enquiries to:

Peter Dwan, Head of International Programs, WaterAid Australia

peter.dwan@wateraid.org.au Tel: +61 3 98721733 Mobile: +61 421 078 829

	Job Description
Job Title:	WASH (Water Sanitation and Hygiene) Specialist
Place of Work:	Bokeo Province , Laos
Capacity	Full time
Reports to:	Head of International Programs WaterAid Australia (see details below)

Introduction

An exciting opportunity exists for a WASH (Water, sanitation and hygiene) Specialist to work with **WaterAid Australia** in Laos

WaterAid Australia is an Australian based international NGO dedicated to the provision of safe domestic water, sanitation and hygiene education to the world's poorest people.

Plan is an independent children's development organisation, with no religious, political or governmental affiliations. Plan works in 48 developing countries across Africa, Asia and the Americas to promote child rights and reduce child poverty through Child Centred Community Development work. Plan's work is linked to the United Nations Convention on the Rights of the Child.

WaterAid Australia (WAAus) has entered into partnership agreement with Plan Australia and Plan Laos whereby WAAus will provide a WASH specialist to work with the Plan Laos WASH program. The WASH specialist will report to WaterAid Australia's Melbourne based Head of International Programs, but will also work as a full member of the Plan Laos team, and be line managed by the Plan Laos Country Director.

The Plan Laos WASH program involves integrated water sanitation and hygiene activities in rural villages in Bokeo Province in North West Laos.

The Plan Laos WASH-CLTS (Community Led Total Sanitation) program will focus initially on one of Laos's poorest Districts, Pa Oudom District, in northern Bokeo Province. , Pa Oudom is largely mountainous. Half of its 80 villages are only accessible on foot or by boat. The area has several different ethnic groups and languages.

2009 – 2011 is the Pilot phase of the Program. This will be followed by a further five year program with coverage of remaining villages in Pa Oudom and expansion into other poor Districts. The Program has a strong gender focus, and close links to other Plan work in the area, notably in education.

The Program will pilot CLTS in the northern Laos context, with much learning and sharing of experience with other agencies. The Program will also research into why many communities have not been able to maintain gravity schemes (and the links with the lack of involvement of women) and support development of new community training methodologies, as well as supporting repair of systems and construction of new systems. Children are expected to play a very active role, including in hygiene education activities. Plan is one of the leading agencies in inter-agency cooperation in the Laos WASH sector.

Job Purpose

The position involves the

1. Implementation (in collaboration with WAAus) of the Plan Laos rural water, sanitation and hygiene education program in a number of villages in Bokeo Province in NW Laos , in cooperation with Lao government counterparts and local communities ;
2. Capacity building of local Plan counterpart staff, local communities, and counterpart government staff involved in the program;
3. Making a contribution to the development of best practice national WASH policy and practice.

Key accountabilities

- Responsible for the successful implementation of the Plan Laos WASH program in Bokeo Province
- Work collaboratively and supportively with a team comprising Lao national staff recruited or seconded to Plan Laos, with a view to ensuring future capacity and self-reliance among the team”. Provide technical support, mentoring and capacity building to relevant Plan, Laos government staff, and community members. Provide a link for the local team for accessibly sharing English-language resources and up-to-date thinking on relevant issues.
- Actively seek appropriate input to ensure that issues of gender equity are considered in relation to all aspects of the project cycle
- Provide regular reports to the Plan Laos Country Director, as well as Plan Australia (which is providing core funding for the program) and WaterAid Australia Head of International Programs. including monitoring and evaluation of progress against annual plans. Maintain administrative and financial records of the program and assist with the preparation of relevant program budgets
- Represent Plan Laos and WaterAid Australia at water and sanitation sector forums and meetings as required and when directed by Plan Laos and WaterAid Australia. Liaise with government of Laos representatives when required by Plan Laos and WaterAid Australia
- Ensure Plan Laos WASH activities adhere to Plan Laos and WaterAid policies a procedures especially in relation to the major risk management areas of financial accountability, health and safety guidelines, water quality issues, overall program probity and safeguarding of children.

Person Specification Criteria

The following will be used to assess candidates for the post:

Essential

Education

- Degree or professional qualification in a relevant technical area (for example, engineering, geology, water technology)

Experience

- Experience in the design, implementation and operation and maintenance of participatory community-based water supply, sanitation and hygiene promotion projects in an overseas developing country. In particular, experience in the design of gravity flow water systems as well as other water technologies (e.g. dug wells, boreholes with hand pumps and rainwater systems). Considerable knowledge of a range of sanitation methodologies, especially Community Led Total Sanitation and Sanitation Marketing methodologies.
- Demonstrated commitment to gender equity; considerable knowledge and experience in gender equity processes and the involvement of women and girls in WASH programs.
- Project management experience including budgetary control and direct line management of staff. Representational skills including experience developing relationships with government and key networks. Experience in mentoring and building the capacity of colleagues and organisations.
- Considerable work experience in remote rural locations in developing countries

Desirable

- Experience of working in Asia preferably Laos

Knowledge and skills

Essential

- Technical knowledge of community based water and sanitation and hygiene education projects
- Ability to plan own work, setting priorities and completing it under pressure or when faced with competing demands.
- Ability to use computers both word processing and spreadsheet
- Ability to drive a 4WD in difficult conditions,
- Ability to ride a motorcycle in difficult conditions
- Ability to develop and manage budgets.
- Ability to communicate clearly both when speaking and writing in English
- Commitment to becoming functional in Lao language

Desirable

- Knowledge of Lao language an advantage

Personal qualities

- A commitment to Plan and WaterAid's approach and values
- A strong commitment to gender equity and the involvement of women and girls
- Consultative, diplomatic, flexible management style and the ability to motivate and lead a multi-disciplinary team
- Willingness to work and stay in very basic villages

<p>Terms and Conditions</p>	<p><u>Salary:</u> Approximately AUD\$60,000 per annum , paid monthly</p> <p><u>Housing Allowance</u> The appointee will be provided with an allowance to assist with the costs of housing in Bokeo.</p> <p><u>Other benefits:</u> Annual economy airfares for appointee from point of recruitment to Vientiane.</p> <p><u>Working Hours:</u> Consistent with International NGO employment conditions and practices in Laos</p> <p><u>Leave:</u> 20 working days per year pro rata, plus public holidays as agreed with Plan Laos and WAAus</p> <p><u>Health and Insurance</u> The appointee will be covered by WaterAid Australia’s’ emergency travel, medical, and evacuation insurance policy. Appointment is subject to a satisfactory medical check</p> <p><u>Police Check</u> Appointment is subject to a satisfactory criminal record check from the Australian Federal Police. The appointee must agree and sign both WAAus and Plan Laos Child Protection Policies.</p> <p><u>Code of Behaviour</u> WaterAid Australia is a signatory to the Australian Council for International Development Code of Conduct. As such all WaterAid employees are required to be aware of and abide by the requirements of the Code.</p> <p><u>Plan and WaterAid HR Policies</u> Staff are required to adhere to Plan and WaterAid policies, notably the Code of Conduct and Child Protection Policy</p> <p><u>Probationary Period:</u> The appointment is subject to the satisfactory completion of a three month probationary period.</p>
<p>Additional information</p>	<ul style="list-style-type: none"> • WaterAid Australia website : www.wateraid.org.au • WaterAid Australia – Head of International Programs, Peter Dwan: peter.dwan@wateraid.org.au , +61 3 98721733